



APRIL 2005 NORTH REGION

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State of Utah

Department of Workforce Services



North Region
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Job Fair Rock-ets

A mass of job seekers descended on the **ATK Thiokol** job fair at the Ogden Employment Center as the number of job openings rockets for the space propulsion company. Hiring prompted by increased demand for illuminating flares used in military operations and a push for research and development,

ATK Thiokol Propulsion received more than 1400 applications and resumes during a single afternoon. Kudos go to the Ogden and Brigham City DWS Employment Center staff and the 25 ATK Thiokol recruiters who helped manage the throng of job seekers.



UPCOMING EVENTS/SEMINARS

EMPLOYER SEMINAR

Tuesday, April 19, 2005 7:30 am - 9:30 am

"Dealing with those Challenging Employees" Presenter: Toni M. Ure, PHR, Chromalox

Second Annual EMPLOYER 101/LABOR LAW SEMINARS

Wednesday, May 25, 2005 Cost \$10

8:30 a.m. - 11:00 a.m. DWS / Roy Employment Center, 1951 W. 5400 S. Roy, Utah

For registration, contact Linda Pollock; lpollock@utah.gov, (801) 626-0349

2:00 p.m. - 4:30 p.m. Bridgerland Applied Tech. 1301 N. 600 W., Logan, Utah

For registration, contact Ted Nyman, tnyman@utah.gov, (435) 792-0302

Did you know?

NEW USERRA POSTER NOW AVAILABLE

(Courtesy of Michael Patrick O'Brien, SHRM Legal Representative)

On December 10, 2004, President Bush signed the Veteran Benefit Improvement Act (VBIA) of 2004. One of the requirements of the law is that employers must provide employees with notice of their rights, benefits and obligations under USERRA. This requirement may be met by posting the DOL's model poster by March 10, 2005. This poster is now available for free at <http://www.dol.gov/vets/programs/userra/poster.pdf>

REQUIRED EMPLOYMENT LAW POSTERS AND WHERE TO FIND THEM AT NO CHARGE!

By Shelly Burleson

Some of Utah employers have received letters in the mail from companies that sell Labor Law posters. Employers have the right to purchase posters if they would like to do so however, all required Labor Law posters are available at no charge for all Utah employers!

In 2004, the Department of Workforce Services created a 5-in-1 poster that was mailed out to targeted Utah businesses. Since that distribution the UOSH/OSHA information section has changed. If you received one of those posters and would like to obtain a replacement label for the section which was updated, please email Shelly Burleson directly at: sburleson@utah.com with your name, company name, address, and phone number and we will get a replacement label sent out to you as soon as possible.

To obtain required labor law posters, at no charge, please visit the below web sites: <http://jobs.utah.gov/employer/resource/posters.asp> or <http://jobs.utah.gov/employer/resource/inserts/0780RequiredPosters.pdf>

New Data on Job Vacancies from the Department of Workforce Services

The Department of Workforce Services (DWS) has just released a special study on job vacancies in Utah. It is available on the DWS web site at: <http://jobs.utah.gov/wi/pubs/vacancy/>.

The Job Vacancy Survey, conducted during the fourth quarter of 2004, measured the quantity and characteristics of vacant jobs in Utah by various geographic areas. It showed—for that quarter—what occupations were most in demand, which industries had the most vacant jobs, and identifies possible labor shortages and/or skill gaps in the labor force.

Employers throughout the state were contacted in every area and every industry. The response rate was 72 percent, representing 2,441 responding employers—private employers as well as local, state and federal government.

Results of the Job Vacancy Survey were grouped into four geographic areas of Utah: Metropolitan (Tooele, Utah, Wasatch, Summit, Morgan, Weber, Davis, and Salt Lake counties); Northern (Box Elder, Cache and Rich counties); Southwestern (Iron and Washington counties); and Nonmetropolitan (all the remaining counties).

Nate Talley, who conducted the survey, says "This survey gives us a good look at the current job openings in Utah. Job seekers can use it to see what kind of occupations are vacant, and employers can profile what labor shortages or skills gaps exist in the labor market. The characteristics of those openings, as reported by the employers, help us to profile the demands upon the labor market, and identify possible labor shortages or skill gaps."

The next (March/April) issue of our TrendLines magazine will contain the full printed report on the Job Vacancy Survey. Hard copies of TrendLines are available at any DWS office. The full report can also be seen on the Internet at: <http://jobs.utah.gov/wi/pubs/vacancy/>.

For more information on the Job Vacancy Survey, please contact Nate Talley at 801 526-9323.

5-Star Recognition Program

By Joyce Anderson, ESGR Coordinator

The Utah Committee for Employer Support of the Guard and Reserve (ESGR), an agency of the Department of Defense, is implementing a "Five-Star" employer recognition program to publicly acknowledge employers who provide support to their citizen soldier employees serving our nation in the Guard and Reserve. In the highest American tradition, these patriotic men and women serve voluntarily in an honorable and vital profession. They train to respond to their community and their country in time of need, and they deserve the support of every segment of our society.

In today's environment of continuous mobilization of National Guardsmen and Reservists, Utah's employers are becoming inextricably linked to the Nation's defense. ESGR recognizes that more employers are being impacted by the war on terrorism and the on-going military operations in Iraq and need to understand their rights and responsibilities under the law.

An employer can earn recognition and become an advocate by providing demonstrated support for the military volunteers who serve our nation. Employers can earn from one to five stars by showing their commitment in the following ways:

- Signing a Statement of Support publicly demonstrating their support for their employees who serve in the National Guard and Reserve.
- Reviewing their Human Resources policies to ensure compliance with the Uniformed Services

Employment and Re-Employment Rights Act Law (USERRA).

- Training their managers and supervisors to effectively manage their employees who serve in the Guard and Reserve.
- Adopting policies and programs that are "above and beyond" what is required by the USERRA Law.
- Becoming an advocate for employee service in the National Guard and Reserve and helping to promote the mission of ESGR.

Employer Support of the Guard and Reserve (ESGR) is a Department of Defense volunteer organization established in 1972 to promote cooperation and understanding between the civilian soldier and their employer and assist in resolution of conflicts. The Utah ESGR volunteers provide free education, consultation, and if necessary mediation to employers throughout our state.

As the 1.2 million members of the National Guard and Reserve continue to perform an increasing number of unique missions within America's borders and beyond, ESGR will continue as a resource for the employers of America's Patriots. More information about ESGR Employer Outreach Programs and volunteer opportunities is available at www.esgr.mil or by calling Joyce Anderson, Program Support Specialist, at (801) 523-4492.

Need a Fast, Convenient and Free Method to List Your Jobs?

The Department of Workforce Services (DWS) has an online service where employers can post their jobs and immediately review profiles from qualified job seekers. This service is accessed at jobs.utah.gov. There is no cost for this service. DWS has continued to enhance this system since its inception making it a highly effective method of recruitment for businesses. DWS released a new edition of this service for employers in March 2005. This edition includes such enhancements as: simplified navigation, more employer control features, enhanced and simplified search capabilities for immediate viewing of job seeker summaries, reduced time to post a job, and ease of duplicating previous listings to shorten posting time for repetitive recruitments. Take advantage of our new system at jobs.utah.gov to see how effective it can be for your business. If you have any questions simply contact your local DWS Business Consultant and they will be glad to assist you.

Utah Department of Workforce Services

Executive Director's Office

P.O. Box 143100

Salt Lake City, UT 84114-3100

Return Service Requested

Contact Numbers

Business Consultants

- **Brigham**

Craig Stewart (435) 734-4066

- **Davis**

Debra Nordfelt (801) 298-6628

Julie Barnes (801) 776-7831

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Eileen Moore (801) 776-7820

- **Logan**

Ted Nyman (435) 792-0302

- **Weber**

Dax Teusher (801) 626-0334

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Economic Information

Northern Region Experiences Positive Economic Performance

By – John Matthews

The Northern Region's economy experienced a very positive year-over economic performance in third quarter. The primary indicators of this performance are the employment growth rate and the unemployment rate. Each of the six counties showed improvement in both of these measures. The six county-Northern Region includes Box Elder, Cache, Rich, and Davis, Weber and Morgan counties. Although some counties experienced more growth or a lower rate of unemployment than others, all felt improvement between the third quarter (July, August, and September) of 2003 and 2004.

The most encouraging indicator of all was job growth in the year-over comparison. Overall, the total number of new jobs created in the region was 7,250. Davis County's level of job growth was stellar in adding over 3,650 new jobs. This was an employment growth rate of 4.0 percent and accounted for half of all new employment positions across the region. Unemployment in Davis County declined from 5.2 percent in third quarter of 2003 to 4.5 percent in 2004. Davis is also the largest of the six counties in northern Utah, that is, in terms of employment. Non-farm jobs totaled 94,400 in Davis County.

Weber County's economy continues to enjoy positive job growth with a rate of 1.2 percent. The

unemployment rate of 5.3 for third quarter of 2004 was a full 1.4 percent below the third quarter of 2003's rate of 6.7 percent. Over 1,000 new jobs were created in the county. Weber County, however, still reduced a few (100) manufacturing jobs in the year-over comparison. Positive job growth and lower unemployment are definitely evidence of a recovering market.

Cache County added nearly 1,800 new jobs since third quarter of 2003, a growth rate of 4.1 percent. Unemployment stayed about the same – 3.5 percent. Box Elder's job counts jumped by 550, a rate of 3.1 percent, which is continued good news. Unemployment in the county dropped from 6.2 percent in 2003 to 5.4 percent in 2004 (third quarter). In the region's smaller counties – Morgan and Rich – the story was the same: positive growth and a decline in the rate of unemployment. Morgan added 160 new jobs, a rate of 8.9 percent and Rich increased its payroll by 3.1 percent of 70 new jobs. Unemployment rates dropped by .7 percent in Rich which Morgan fell by 0.9 percent, from 3.9 percent to 3.0 percent.

All in all, this is a very positive situation report for the northern region. By all indicators, this progress should continue.